

For Your Health and Benefits

From the Arizona Department of Administration
Human Resources/Benefits Office



April 2005

benefit
options
wellness!
Be Well Stay Well.

Achieving Maximum Success at Work and at Home

By Jeri Penrose, Wellness Program Communications

Just looking around Jessie Espinoza's cubicle, it is easy to see what is truly important to her. Pictures of her family plaster the walls and decorative frames filled with memories cover her desk.

"I come from a family of five brothers and sisters, and growing up as the youngest, it was always a matter of 'family comes first,'" Espinoza says.

As the State of Arizona's Benefits Member Services supervisor, Espinoza works full time and commutes 30 to 45 minutes each way to work, taking her two children (David, 10 and Sierra, 6) to school every morning. Even with her hectic schedule, she maintains a calm, pleasant, and customer-friendly attitude. She attributes her success in the area of work-life balance to good communication skills and having a reliable support network.

According to a recent survey by the Families and Work Institute, one in three American workers are chronically overworked. Employees are working longer hours and jobs are becoming more demanding, but there are solutions.

"Having priorities both at work and

at home can help employees focus on what is important," says Carolyn Pitre Wright, manager of the State of Arizona's Work-Life programs.

"Having two to three goals that you can accomplish each day can help provide a feeling of accomplishment and closure, something that is missing when the workload seems never-ending."



The Families and Work Institute has found that employees who place the same

priority on job and family or put family first, show much better mental health, greater satisfaction with their lives, and higher levels of job satisfaction than employees who put work first. But since Americans spend so much time at work, it's important to use that time wisely.

The Importance of Rest and Relaxation

An easy way to achieve greater balance and less stress at work is to make sure to take breaks during the work day, including lunch. This is something Espinoza tries to do on a regular basis. She can often be found in a quiet break room with the door closed, reading and enjoying her lunch. She used to like fiction,

but recently she has been reading biographies, and she loves *People* magazine.

"I'm a big reader—I love to read!" Espinoza says. "It's a way for me to just escape the day and take a break from all the phone calls and issues. Plus, I need time for myself," she adds.

According to Wright, many studies point to the benefits of vacation and rest. Employees who take time for rest and relaxation are better able to deal with the pressures of work.

"It's important to take time out," Wright says. "Finding an activity that engages us creatively or spiritually can refresh and invigorate. Laughter is also good medicine. Making time for friends and family is another way to achieve balance."

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Attention Readers!

Thanks to all who participated in our drawing last month. Thanks also to those who alerted us of our email problem. Our email address, wellness@azdoa.gov is now working fine!

Every month there will be special offers for readers, **so look inside for this month's offer**, and keep on reading!

The Gift of Life

In December of 2003, Teresa Hills and her family watched her brother Tom Daniels put up a valiant fight for life, but he died waiting for a liver transplant. A suitable donor was not available to keep him alive. While many in Arizona receive lifesaving transplants, others like Tom, the father of four, lose their battle due to a shortage of organ donors.

"Don't wait until it happens to a family member or a friend. Get involved now," pleads Hills, who works for the Department of Environmental Quality. "And then once you have registered to be a donor, please inform your family and friends about the decision to donate."

One Lifesaving Gesture

Approximately one individual died each week in 2003 while waiting for an organ transplant in Arizona, and currently more than 1,000 people are waiting for a transplant. Many myths contribute to the lack of available organs, such as "No one would want anything from me" or "My religion doesn't allow organ donation." Actually, people of all ages and medical histories can donate, and most religions fully support donation. In fact, Tom Daniels, even with his damaged liver, was a donor at the time of his death.

Another problem surrounding organ donation according to Stacy Underwood, supervisor of community relations at Donor Network of Arizona, is a lack of awareness in Arizona about how to become a registered donor.

"Many people incorrectly assume they are already a registered donor because they carry a donor card in their wallet or at one time designated 'donor' on their Arizona driver's

license. This is not true," Underwood says.

"The only way to formally register as a donor is through the Arizona Donor Registry, which acts as legal consent for donation and does not need additional family consent," she adds.



Helping to Educate Arizonans

April is Donate Life Month, so spring into action and help save up to 50 lives by becoming an organ donor. You

can sign up on the Arizona Donor Registry two in ways: either by going online at www.DonateLifeAZ.net or by calling 1.800.94 DONOR.

While Hills clings to the wonderful memory of her brother Tom, she is equally passionate about helping educate Arizonans about the need for organ donation and how this simple, lifesaving gesture can mean a lifetime of additional memories for family and friends of those waiting for an organ transplant.

"As a native of Arizona, I want to remember the good times growing up with my brother: watching *Wallace and Ladmo* after school, going to the movies at Thomas Mall and ice skating at Tower Plaza," Hills says.

"I also want to educate the people of Arizona about how to give the gift of life before it affects someone they know. I'm the messenger. I went through this and I don't want others to have to go through this," she adds.

Register to be a donor at www.DonateLifeAZ.net or call 1.800.94 DONOR. For more information about organ donation, visit www.dnaz.org

Free Mini-Health Screening at work!

Screening takes as little as 15 minutes and no appointment is necessary.

- ☐ Checks of blood pressure and percent of body fat
- ☐ Height/weight/frame size assessment
- ☐ Cholesterol and blood sugar check (blood draw) - eight-hour fasting period required
- ☐ Personal and confidential report mailed to your home.
- ☐ Women age 40 and over are eligible for a free osteoporosis screening.

Women under 40 can also have an osteoporosis screening for a copay of \$30.00.

Men 40 and over can get a prostate cancer (PSA) screening exam by blood draw for a copay of \$5.00.



Call us at 602.771.WELL if you would like to have this screening at your office!

Sierra Vista- Friday, April 1, 2005
8:00am-10:00am Economic Security 820 E. Fry Blvd. Conference Room

Phoenix- Thursday, April 14, 2005 8:00am-10:00am Dept. of Education 1535 W. Jefferson Room 417

Phoenix- Wednesday, April 20, 2005 8:00am-9:00am Arizona Board of Nursing 1651 E. Morten Conference Room

CPR
(4 hours)

The CPR program is taught by certified instructors, with the CPR being done in accordance with American Heart Association (AHA) requirements. (\$5.00 copay).

Phoenix- Thursday, April 7, 2005
1:00pm-5:00pm Arizona State Retirement System 3300 N. Central 10th Floor Board Room

**Fit and Fast Food:
The Carbohydrate Cure**
(90 minutes)

Protein programs and diets are the rage in America today. But if you're serious about feeling good and creating a healthier lifestyle while eliminating carbohydrates...come get the facts. Ted Rogers, "America's Chef and Lifestyle Guru," will give you the real facts about protein programs and "lift the myth" on the concepts of carbohydrates.

You will also receive delicious ideas and Fit and Fast Food recipes to keep you energized, satisfied and happy.

Kingman- Tuesday, April 26
11:30am-1:00pm AHCCCS
519 E. Beale St. Ste. 150
Conference Room

Lake Havasu - Thursday, April 28, 2005 11:30am-1:00pm Dept. of Economic Security 232 London Bridge Rd. Conference Room

Parker- Friday April 29, 2005
11:30am-1:00pm Dept. of Economic Security 1032 Hopi Ave
Conference Room



**Current Events from the
Wellness Program**

State employees and their dependents are welcome to attend the events listed. State of Arizona retirees and spouses are also welcome.

Events are free or low cost for employees and retirees. Fees may apply for family members at some events.

To register, call us directly at 602.771.WELL or toll free at 1.800.304.3687.

If you have internet email capability, you may email your registration to:

wellness@azdoa.gov.

**Feldenkrais
Awareness Through Movement**
(4 hours)

Awareness Through Movement (ATM) classes are done lying on the floor and consist of gentle meditative movements.

Each ATM class is different, focusing on a different aspect of functioning, from freeing the spine to expanding breathing.

For more information, visit www.feldenkrais.com or email Kathryn.underwood@att.net.

Phoenix- 4 Tuesdays, April 5-26, 2005 11:30am-12:30pm
Arizona Supreme Court 1501 W. Washington, Exercise Room

There is a \$20 copay for this class. Call 602.771.WELL to register.



Laughter as Medicine
(1 hour)

This session takes a look at how laughter, humor and lightheartedness play a medicinal role in our overall well-being.



Phoenix- Thursday, April 7, 2005
11:30am-12:30pm Dept. of Corrections 3701 W. Cambridge Ave. Conference Room

**Skin Cancer
Screening**



Any State employee is welcome. Skin cancer screening is free to State employees and includes:

- ▶ A site-specific assessment by a nurse practitioner or physician assistant from Banner Occupational Health.
- ▶ Screening takes approximately 10 minutes and participants will not be required to fully disrobe.
- ▶ Assessment of risk for cancer, including personal and family medical histories, and lifestyle factors.
- ▶ Educational materials and counseling.

Phoenix- Tuesday, April 26, 2005
8:00am-2:30pm Dept. of Education
1535 W. Jefferson Room 417

You must have an appointment! Please call one of the numbers listed below.

We will be continuing skin cancer through the month of September. If you would like screening at your office, please call 602.771.WELL or toll free at 1.800.304.3687, option 7,2 to discuss options.

Wright suggests taking frequent stretch breaks and meeting a friend at lunch and walking for 20 minutes.

and the Benefit Options employee health benefits program.

Staying Open

Today's workplace includes Americans at different life stages—older workers getting ready to retire, as well as the younger generation of workers who are taking on greater responsibility and moving into leadership roles. These workers have different needs, which makes open communication with supervisors a must.

"Growing up in my family, you had to speak up in order to be heard," Espinoza says. "So I learned early on that I needed to voice my concerns."

Wright agrees that open communication with supervisors and team members about work-life needs is the first step in problem-solving. Developing solutions that work for all concerned is what's important.

Work-Life Resources Available

The State of Arizona offers its employees a wide variety of work-life options depending on job responsibilities and supervisor approval. Flexible schedules may be an option, as well as travel reduction programs to reduce commuting time, employee assistance and wellness programs, educational opportunities,

Find ME Time

Do you feel guilty when you put your needs before the needs of others?

Taking some private time may make you more productive in the long run. While it can heal the effects of stress, a little solitude can also restore energy and renew your spirit.

The smallest actions like practicing your golf swing or buying yourself a bunch of flowers can bring you serenity and a fresh outlook.



- Personal Best



Are you interested in learning more about the State of Arizona's Work-Life programs? If so, contact Carolyn Pitre Wright at carolyn.wright@azdoa.gov.

Jeri Penrose can be reached at jeri.penrose@azdoa.gov.

April Contest

Congratulations to Shirley Alexander for winning last month's prize.

This month's question:

What was the front-page feature article in the January 2005 edition of For Your Health and Benefits?

Respond by April 15, 2005 to be entered in a drawing for a wonderful blue wellness insulated lunchbag!

Email wellness@azdoa.gov for your chance to win.

Weight Watchers®

Arizona Benefit Options offers the Weight Watchers at Work program to State employees at State worksites. The "At Work" program is presented as a 10-week series.



From July 1, 2004 through June 30, 2005, all State employees are eligible to join Weight Watchers for \$59.00 for each 10-week series. The fee includes materials.

Spouses and dependents are welcome to attend Weight Watchers classes at a copay of \$90 per 10-week session plus a \$10 charge for materials due at the first session they attend.

Interested in attending a class or having Weight Watchers at your office?

If you are interested in attending a class, please call Weight Watchers to check for available classes. Weight Watchers will conduct a free introductory meeting at your worksite. Weight Watchers can be reached at 602.248.0303. Ask to speak to someone in the "At Work" department. Please identify yourself as a State of Arizona employee.

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